

REPORTS, RESOLUTIONS, CONSTITUTIONAL CHANGES




MASSACHUSETTS / AFL-CIO

**THIRTY-SIXTH
CONSTITUTIONAL CONVENTION
SEPTEMBER 22, 23 AND 24, 1993**

**PARK PLAZA HOTEL
BOSTON, MASSACHUSETTS**

REPORTS



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PRESIDENT'S REPORT

Many significant changes to the political landscape have taken place since we last met in Convention.

In November of 1992, thanks in large part to the contributions of AFL-CIO members across our Nation Bill Clinton was elected President of the United States. President Clinton's election marked the end of twelve years of corporate control of the White House. Much remains to be done in Washington but for once the outlook is one of hope instead of despair for working people.

In the Commonwealth, the election, particularly the results in State Senate races were a great victory for the Massachusetts AFL-CIO and its affiliates. The Democrats now enjoy a 31 to 9 veto proof margin and the Republican reversals are attributable to our well organized "Special Friends" program.

On the legislative front, the elections were followed by the long overdue pay raise for state workers. I had the privilege of chairing the Coalition of Public Employee Unions which fought successfully to override the Governor's veto for approval of 13% state worker raises.

In the spring of 1993 we successfully overrode the Governor's veto of the Lockout Bill. Now workers locked out in labor disputes will be eligible for unemployment benefits. This important legislation was driven by the lockout of gasworkers employed by the Boston and Baystate Gas Companies whose members were ably represented by the United Steelworkers and IBEW Unions. All of Labor should be proud of our spirited defense of the locked out Steelworkers both in the Legislature and on the picket line.

At the publication deadline for this report a number of critical issues are pending in the Legislature. The Governor vetoed a series of pro-worker measures including budget language designed to transfer wage enforcement from the Department of Labor and Industries to the Attorney General's office; increased workers' compensation benefits for scarring; changes in the unemployment insurance statute to prevent unfair denial of benefits; health benefits for part-time MBTA employees; reorganization of the Workers' Compensation Advisory Council and removing municipal overlay accounts from the provisions of Proposition 2½ with local approval.

All of these measures are important to the Massachusetts AFL-CIO. But clearly, passage of the strongest anti-privatization measure possible remains the number one legislative priority of the Massachusetts AFL-CIO.

We must stop the Governor's union-busting assault on workers which he carries on under the cover of privatization.

In Washington, Labor has advanced several important measures into law. The Family and Medical Leave Bill and Motor Voter Registration bills are now law. In addition, the Hatch Act granting long overdue political rights for Federal and Postal workers is headed at this writing for passage.

Our agenda will be unfinished until we can pass the anti-scab bill into law, reform OSHA and overhaul our health care system. In addition, we must stop the job-killing treaty called NAFTA.

I was in Mexico recently and saw the squalor the poor Mexican workers are living in and corporate America should be ashamed to be doing what they are doing by selling our jobs to the lowest bidder. We must make sure Congress gets our message. No NAFTA.

Clearly, our legislative program is at a critical juncture both in Washington and on Beacon Hill. We need the full participation of our affiliates if we are to succeed in the legislative arena.

The Council continued to maintain a strong schedule of well attended and well designed educational efforts. The State of the Union Conference held in conjunction with the Secretary-Treasurer's Conference at the Ocean Edge Resort in Brewster was once again an important strategic event. In January we were able to begin planning for the year ahead to assure Labor was united in its legislative and political goals.

Our annual Gompers, Murray, Meany Educational Conference held at the Sea Crest in North Falmouth in May was once again a success. Congratulations to American Federation of Teachers National President Al Shanker and Kathy Purcell from AFSCME Local 1114 and United Way Labor Liaison Bob Rodwell who were our awards recipients this year.

We have tried to be at every picket line and anti-worker demonstration throughout the state and during this past year have testified at legislative hearings on all bills that affect working people.

Another important event for our Council took place this year. Our long time Legislative Director Marty Foley stepped down from his post. His replacement is Rich Marlin formerly the Legislative Director for SEIU, Local 509. We wish Marty well in his new endeavors. Rich Marlin is a capable and energetic replacement for Marty who we know will do a fine job for the Council.

Next year is shaping up as a critical year for Organized Labor. We must be prepared to defeat Governor Weld and re-elect Senator Kennedy.

If we renew our commitment to solidarity and collective political action at this Convention we will have achieved an important first step toward attainment of our goals for the rest of 1993 and the 1994 election season, one of which is to privatize Bill Weld.

Respectfully submitted on behalf of the Executive Officers.

In solidarity,

JOSEPH C. FAHERTY, President

ROBERT J. HAYNES, Secretary-Treasurer

JOSEPH M. LYDON, Executive Vice President., Public Employees

JAMES L. FARMER, Executive Vice President. - Building Trades

JOHN F. PHINNEY, Executive Vice President. - Industrial Sector

SECRETARY-TREASURER'S REPORT

It seems like a lifetime but only three years of Governor Weld's four year reign of terror is over. Remember 1994 is our year to regain stability, sensitivity and fairness in our State Government. The job of running the State Federation has been made more difficult because of the anti-government, anti-worker, anti-union bias of Governor Weld and his band of henchmen, Cellucci, Howell, Robinson and Tocco.

We haven't laid down our swords. As tough and as difficult an adversary as the Governor has been, we have been tougher and relentless in our pursuit of justice for workers and the citizens of the Commonwealth. Our significant victories on the pay raise issue for Public Employees and the success of our lock out legislation over the Governor's vetoes proves the strength, resilience and value of the State Federation's grassroots programs. Our success at extending unemployment benefits and the imminent over-ride of the Governor's veto of the anti-privitization bill are accomplishments we can all take great pride.

We must remain steadfast in our opposition of the Governor and his administration's dismantling of State Government. 1994's call to arms is the defeat of Weld and the eradication of his policy of removing the State from the business of running a government. We support the role of Government in administration, economic development, creation of jobs, being a responsible employer, education, providing a reliable infrastructure and caring for those challenged by economic, physical and mental conditions. This is our government and we insist on fairness, equity and dignity for all Massachusetts citizens. Our ability to override the Governor's vetoes was made possible by an extraordinary COPE program last year. The election results in November 1992 were a rejection of the Weld/Cellucci agenda. The Republicans lost 6 seats in the State Senate giving the Democrats a veto-proof 31-9 margin.

Thank you so much for your support of our COPE Program. Under the able leadership of COPE Director Rich Rogers our programs and campaigns stand second to none in the country. Your support of the COPE cruise in August will allow us to continue to resist the Governor's attacks and give us the resources to elect our friends next year. Speaking of friends, don't forget Senator Ted Kennedy is up for re-election in 1994. We must do all we can to insure that the primary voice for Labor over the last thirty years is returned to the Senate.

Our new addition to the State Federation staff, Legislative Director Rich Marlin has hit the ground running. Rich has done a great job shepherding our legislation and orchestrating the override of the Governor's vetoes. The relationship between the COPE and Legislative Departments has never been stronger.. The rapport between the two Rich's is an added benefit to the State Council. Our goal is to have both departments work more closely together to create a common platform for our political and legislative agenda. Welcome aboard, Richard!

President Faherty and I were appointed to the Corporate Tax Reporting Commission to attempt to arrive at a consensus of the best mechanism to report Corporate Taxes. The State Federation supports the law that will take effect 1/1/94. However, the Commission by a narrow vote recommended a watered down version. In order to change the law the legislature will have to pass the recommendation this Fall. Thanks to Speaker Flaherty who supported our position on the Commission and we are looking forward to working with

him to defeat any legislation that would repeal the Corporate Tax Reporting Law we now have.

As your Secretary/Treasurer I have had the honor of representing you on many boards important to working families.

I sit on the Department of Employment and Training Advisory Board with Peter Wright of AFSCME Council 93. This appointment allows us to keep a close eye on the administration plans to undermine workers unemployment benefits. We have been successful moderating their behavior and in many cases resisting changes. As a Director of Blue Cross/Blue Shield of Massachusetts I have the pleasure of working with President Devlin of the Mass. Federation of Teachers. This appointment affords Paul and me the opportunity to keep abreast of the changing health care environment and to represent our unions and members. As a Director and Chairman of the Administration and Finance Committee of the United Way of Massachusetts Bay I have the pleasure of working with Tony Romano, Secretary/ Treasurer of Greater Boston Central Labor Council, Giro Cardinal former President of Norfolk Central Labor Council and John McBride of Teamsters Local 25. In addition, we work closely with the United Way of Mass. Bay Labor Representatives Bob Rodwell, Dick Piciutto, Al Hamilton and Joe Quirk. Efforts were recently made to downsize the ranks of the labor representatives. President Faherty and I along with the Presidents of Boston, Norfolk and North Shore Labor Councils (Jim Farmer, Frank Toland and Jeff Crosby) spent many hours negotiating restructuring and reorganizing the roles of the Representatives to keep them all in place. At this point the layoff is on hold and hopefully growth in the campaign will forestall any more layoff talk. The United Way Labor partnership has been a long and valuable one. Please encourage every union member to give as much as they can to support the good works and to support our Labor Representatives.

My most important function as spelled out in the Constitution of the Massachusetts AFL/CIO is to be the financial guardian of the Council's fiscal affairs. As has been reiterated many times in the past few years we are struggling to stay afloat. Decreases in Public Sector, Building Trades and the Industrial Sector continue to plague our movement.

Again we have not stood idly by. President Faherty and I have tightened our budget and re-directed our assets to our priority areas. More significantly we have been out affiliating and improving per capita numbers of some locals who already belong to the State Federation. The following locals have joined the Massachusetts House of Labor since we last met in Convention or have increased their per capita payments.

Welcome to our new members and thank you to those locals who have improved their per capita position. Don't wait for us to call, if you can help us by increasing your per capita even only by a little amount, that helps and will be appreciated.

The following locals have joined the Massachusetts House of Labor since we last met in Convention or increased their per-capita payments.

APWU Local 1, So. Dennis
APWU Local 1800 - Walpole
APWU Local 3844 - Brockton
APWU Local 5045 - Taunton
APWU N.E. Region - Waltham
AFGE Local 1846 - Hyannis

AFGE Local 1164 - Quincy
(District Council)
UFCW Local 791 - W. Bridgewater
UFCW Local 328 - Providence, R.I.
ILA Local 1454 - Quincy
IUE Local 201 - Lynn
IUE Local 259 - Hanson
Brotherhood of Locomotive Engineers - Northfield
NALC 212 - Lawrence
Journeyman Horseshoers - East Boston
TWUA Local 2054 - Quincy
IBEW LOCAL 123 - Suffolk Downs, Revere
Teamsters Council 10 - Boston
Local 1 - Quincy
25 - Charlestown
49 - Dracut
82 - So. Boston
122 - Boston
127 - Nonantum
157 - East Boston
170 - Worcester
259 - So. Boston
379 - Randolph
437 - Merrimac
494 - W. Quincy
504 - Boston
829 - Boston

A little bit from everybody helps. Bring this message back to your local, ask how many members your local is paying on and ask yourself honestly is \$.45 per member, per month (\$.50 - 1/1/94) a lot to pay to support our future here in the Commonwealth.

I would like to thank the staff of the Massachusetts AFL/CIO. Another year of working in cramped and crowded environment has not dampened their spirit, vitality or production. Many thanks to Dawn, Maureen, Margaret, Luanne, Ilene and Ann for your splended work.

All of these activities and more are what fill my days and weeks. I have gained much insight and enjoyment while visiting with you on your picket lines, rallies and speaking at your union and CLC meetings. Activism is what keeps us alive and well. Keep up the good work.

Respectfully submitted,
ROBERT J. HAYNES, Secretary-Treasurer

1993 LEGISLATIVE REPORT

Since we last met in convention, the legislative Department has been active and in transition.

At our last convention, Marty Foley announced he would be stepping down as Legislative Director in April of 1993. It is a great privilege for me to be here before you at this year's convention as the new Legislative Director. I hope to have a long and successful career representing the State Council in the years ahead.

We have had several significant victories since our last convention,

PUBLIC EMPLOYEES PAY RAISE - Over the objection of the Governor we were able to secure a long overdue and well deserved pay raise for our public sector members. The leadership and hard work of AFSCME Council 93, Service Employees International Union Locals 509 and 285, and OPEIU Local 6 were instrumental in ensuring adequate votes to override the Governor's veto.

UNEMPLOYMENT BENEFITS FOR LOCKED OUT WORKERS. The lockouts of Boston and Bay State Gas Companies showed a flaw in our unemployment insurance law that needed legislative action. Here we had workers willing and able to work that were denied that opportunity by their employer. Yet, they had to appeal to the Weld Administration to receive unemployment benefits. Thanks to the hard work of USWA Local 12003 (Boston Gas), USWA Local 12026 (Bay State Gas) and IBEW Unions we again overrode the Governor's veto to ensure fairness for workers on the Commonwealth.

PRIVATIZATION - While not completed, we have a bill through both branches of the legislature and in conference committee. This legislation will be the priority of this council for the balance of the year. We again will need to override an expected Gubernatorial veto on this legislation.

The work that we have been able to accomplish this year is due in large part to the political work this council did in last year's election. We must begin to gear up for another election cycle again.

As you have read continuously in this report, constantly override the Governor's veto on any issue that positively effects working people. **THE NUMBER ONE PRIORITY OF THIS COUNCIL OVER THE NEXT FOURTEEN MONTHS IS RID OURSELVES OF BILL WELD!**

In unity,
RICH MARLIN
Legislative Director

HEALTH AND SAFETY COMMITTEE REPORT

Once again, our main focus was combatting the most blatantly anti-worker state administration ever assembled. Governor Weld has appointed management level people at the Department of Labor & Industries who boast career long anti-worker resumes.

The Health and Safety Committee has been on the front line fighting each attempt to weaken or repeal hard-gained laws which protect worker health and safety.

It is our ardent hope that the next administration will restore the structure, the funding and, most important, the enforcement of the laws that protect our brothers and sisters.

Respectfully submitted,
ROBERT D. SPINNEY

1993 GOMPERS-MURRAY-MEANY EDUCATIONAL INSTITUTE

The Institute was held at Seacrest in Falmouth Massachusetts May 26 - 28, 1993. Over 200 Delegates attended sessions covering a wide variety of subjects, including WORKERS' COMPENSATION LAW, COPE AND LEGISLATION SEXUAL HARASSMENT, HUMAN RIGHTS, TRANSPORTATION (The Third Harbor Tunnel project), WORKPLACE EDUCATION, HOUSING INVESTMENT TRUST a Forum on HEALTH CARE and other subjects of interest including films.

The Keynote speaker at the Thursday luncheon was Representative Daniel Bosley, Co-Chair Joint Committee on Commerce & Labor. Helen Miranda received the United Way Labor Liaison Award, and the Cape Cod Scholarship Awards were presented.

The 1993 GOMPERS-MURRAY-MEANY AWARD was presented to Albert Shanker, General President of the AFT who gave an enlightening speech and was a very gracious guest. The 1993 MASS. AFL/CIO MERIT AWARDS went to Kathy Purcell of AFSCME and Bob Rodwell of the United Way, and the ATU. Well deserved recognition to three true trade-unionists.

The Institute continues to be a source of information to our Locals especially new officers. Thanks to all who worked so hard to make it a success.

Respectfully submitted,
ROBERT J. HAYNES
Secretary-Treasurer & Education Director
Chairman

ENVIRONMENTAL COMMITTEE REPORT 1993

This past year has seen some positive changes toward Labor and Environmental policies on the National front. The Environmental Committee has participated in the Gompers-Murray-Meany Program once again this year, with a focus on National and Global Policies as they effect the Labor Movement.

One particular issue, which has a negative potential for environmental concerns is the North American Free Trade Agreement (NAFTA), which in effect would allow American Business concerns to ignore environmental laws in the U.S. by moving to Mexico. Lane Kirkland has said of the enforcement measures in the trade agreement and the side deals negotiated by Canada, Mexico and the U.S. that "they have no teeth, and they do nothing to make NAFTA acceptable to working people."

A Federal Court ruling on the requirement to develop an environmental impact statement (EIS) could work in our favor in two ways. First by allowing us more time to get to our legislators and second to include concerns in the environmental impact statement with appropriate responses prior to any agreement proceeding.

Respectfully submitted

NICK ZEO
Chairperson

REPORT OF THE MEMBER ASSISTANCE COMMITTEE

The Member Assistance Committee, had an active year. We met monthly on the fourth Tuesdays, excepting July and August.

As you may have noticed, the Committee has had a name change from SUBSTANCE ABUSE COMMITTEE to MEMBER ASSISTANCE COMMITTEE. The new name indicates what this Committee has done, in as much as we attempt to address a broad brush of issues, not just chemical dependency, but marital, monetary and stress related issues.

The Committee and project served a total of 2,800 members, through education, presentation, monthly meetings and materials accessible at the Gompers-Murray-Meany Institute and the AFL/CIO Conventions, supported by tables and informative materials, that the Delegates could take back to their Locals.

Respectfully submitted,

CHUCK MONAHAN, Committee Chair
RICHARD SLEIN, Project Coordinator

UNION LABEL and SERVICE TRADES DEPARTMENT - AFL/CIO

The mission of the Massachusetts AFL/CIO Union Label Department continues to be:

- To PROMOTE UNION MADE products
- Promote Union Services, the Union Label & Shop Card.
- Bring awareness to union members and the General Public regarding Boycotts.
- To support Unions on strike against those forces that are inimical to the economy.
- Justice and a better Quality of Life for all working men and women.

The Union Label Department carries out its mission by participating in parades, fairs and by displaying UNION BUTTONS and other promotional items at booths at different conferences seminars etc.

This year for the first time a booth was set up in Lowell during their Festival and thanks to Dave Muscovitz the BUY AMERICAN/BUY UNION word "got out".

If any Delegate or Local would like to know more about UNION LABEL, or would like assistance on UNION MADE products - please write to:

UNION LABEL
P.O. Box 296
Cambridge, Ma 02141
or call Tom at (617)576-6429.

In conclusion, many thanks to all who were involved in the Council, the members of the Council and especially Secretary-Treasurer Tom Scanlan for his dedication and hard work.

In solidarity,
GIRO CARDINAL
President

REPORT OF THE HUMAN SERVICES COMMITTEE

The Human Services Committee has met several times over the past year. The Committee is very enthusiastic and plans for future workshops and panels at conferences and conventions has been discussed.

Several of the Committee members participated in a panel discussion at the Annual Gompers-Murray-Meany Educational Institute which was held in Falmouth, Massachusetts this past May. The Panel was very well received by the Delegates, and a Display Table with informational materials was also made available for the Delegates to carry back to their Locals.

Respectfully submitted,
HERBERT OLLIVIERRE
Chair

REPORT OF THE TRANSPORTATION COMMITTEE 1992-1993

Over the past year the Transportation Committee has been very active, we have attended Regional Transportation meeting and have met with Congressman Moakley relative to the Third Harbor Tunnel and Regional Transportation Funds.

The Committee members have been active on Beacon Hill regarding the Pacheco Bill - Privatization - and attended a rally opposing Privatization of the MBTA and Regional Transportation Boards of Directors.

Congratulations to the MBTA Retirement Board and their successful fight through the Courts to preserve their members money from take-over by Governor Weld.

All in all, it has been a very busy year for this Committee and we see no let up (Privatization) in the State House and in Washington D.C. We will continue to address these problems and oppose our enemies wherever they are.

We want to thank our officers, President Joseph Faherty and Secretary-Treasurer Bob Haynes and the Executive Officers and V.P.'s for the solid support they have given this Committee.

Respectfully submitted,
WILLIAM J. IRVIN

HOUSING COMMITTEE - 1993

Though housing starts are not what we would like, we nevertheless continue to be a force in providing needed financing to non-profit groups to building elderly and affordable housing.

Union Pension Funds are a strong leverage factor not only in the housing industry but in commercial construction, ie: recent efforts in Roxbury, and the Registry Building with Carpenters, Bricklayers and Laborers and of course the strong commitment of over 100 million dollars of construction through the office of Steven Coyle, Director of the National AFL/CIO Investment Trust, those jobs are located throughout the State, Worcester BioTech Center, Lowell Square, Chelsea Nursing Home and many others.

It is our sincere hope that each of us will support and encourage the Trustees of our Pension Funds to continue to leverage our funds to create jobs and build better communities.

Respectfully submitted
THOMAS McINTYRE
Chair

1993 EDUCATION COMMITTEE REPORT

The Education Committee has continued to push the State Federation programs forward since our last convention. A significant change advocated by the Committee was to include the Chairs of all the other Massachusetts AFL/CIO Committees in the planning and presentations for our annual Gompers, Murray, Meany Education Seminar. (Please see separate report.)

Our scholarship program is the envy of all the other State Federations. At the Boston Teachers Union Hall on May 3, 1993 we held our annual awards reception. Keith Gessen read his award winning essay and the sons and daughters of union members received \$254,195.00 in scholarships from AFL/CIO unions here in Massachusetts. This worthwhile program continues to grow because of the commitment and generosity of union members. We all know the value of an education and the AFL/CIO union affiliates have stepped up to the plate to do their part in Massachusetts.

Many, many thanks to the wonderful people who contribute their time, energy and expertise to this worthy cause. First, Ilene Hanlon and our entire staff who pitch in to ensure the details of the administration of the program goes smoothly each year.

Thanks to the Education Committee for their support and assistance in developing the exam each year. Jay Porter, Chair, Mass. Federation of Teachers; Robert Banks, Ironworkers Local 7; Charles Colby, RWDSU Local 444; Mark Govoni, UFCW Local 1445; James Grande, Operating Engineers Training Center; Robert (Scott) Hayward, Sheetmetal Workers Local 17; John Howard, IUE Local 255; Michael Molinari, Mass. State Council of Carpenters; Joseph O'Donnell, Former Director Harvard Trade Union Program; Arthur Osborn, IBEW Local 1505; Erica Pinault, AFSCME Council 93; Frank Shea, SEIU Local 509; Celia Wcislo, SEIU Local 285; and Bronwin Zwirner, UMass Dartmouth Labor Center. Thanks to Elaine Bernard at Harvard Trade Union Program for lending us the students to read the essays. Thanks to the Judges, Charles Colby, RWDSU Local 444; Fr. Ed Boyle, Labor Guild; Robert (Scott) Hayward, Sheetmetal Wkrs. Local 17; James Hermans, Federal Mediation and Conciliation; Kay Latter, Peabody Federation of Teachers; Bert Latessa, Mass. Federation of Teachers, Joseph O'Donnell, Former Director of the Harvard Trade Union Program; Jay Porter, Mass Federation of Teachers and Frank Shea, SEIU Local 509 for your diligence and objectivity. Thanks to the University of Massachusetts at Dartmouth for scoring the multiple choice portion of the exam. Finally, thank you to all our sponsors of our annual golf tournament. We raised over \$17,000.00 for our program and had a fun time doing it.

On the legislative front a so called education reform bill was passed. The jury is still out on the impact but I can report on a few issues that affect us, our members and our families.

Some of the items we opposed were removal of tenure, (just cause language was included in the bill), expansion of school choice, creation of charter schools and the loss of collective bargaining for Principals. Addition resources have been allocated to the schools but unfortunately no new revenue stream has been identified. We will continue to monitor the impact of the funding issues.

The Board of Education has been empowered to set standardized curriculum. They "may" allow the history of working people and labor organizations

into the curriculum. The operative word is may. We will work with the Commissioner of Education to ensure that Labor's story is told to the children in our schools. The National AFL/CIO is looking at this portion of the bill to see if it can be replicated in other states. Senator Thomas Birmingham is to be thanked for inserting the curriculum language.

On Labor Day 1993 the State AFL/CIO took to the air waves. President Faherty and Secretary/Treasurer Haynes presented a one hour, two part show. The first section was a short piece on what the Massachusetts AFL/CIO does. The second section was the video associated with the Bread and Roses Strike that was done a few years ago with Secretary of State Michael Connolly. This labor show was seen on over 30 cable stations around the Commonwealth.

The AFL/CIO scholarship also funds a scholarship award to the Harvard Trade Union Program in honor of former Secretary/Treasurer Robert Watt. This year's recipient was Frank Madden of Carmen's Local 589. It was reported back to us that Frank was an active, able participant who represented himself, his local and the State Federation with distinction.

Respectfully submitted:

ROBERT J. HAYNES, Education Director
JAY PORTER, Chair, Education Committee

1993 MASSACHUSETTS / AFL-CIO THIRTY-FIFTH SCHOLARSHIP WINNERS

HIGH SCHOOL	NAME	AWARD	AMOUNT
Acton/Boxborough	David Baker	IBEW 2325	1000
Acton/Boxborough	Noah Finkel	UFCW 1445	1000
Acton/Boxborough	Joseph Parsons	IBEW 103	1000
Amesbury	Carla Palermo	Laborers' 175	500
Apponequet	Mindy Amaral	Brockton CLC	500
Arch. Williams	Heather Guiney	Carmen's 589	1000
		IBEW 2222	1000
Arch. Williams	Kevin Mulcahy	Typographical 13	125
Athol	Christie Smith	Carpenters	2000
		O'Keefe/Assoc.	1000
Avon	Eric Small	Utility Wkrs. 273	500
		Brockton CLC	500
Barnstable	James Ashley	Bricklayers	1000
Billerica	Robert Ross	Pipefitters 537	1000
Don Bosco	Steven Farmer	Glaziers 1044	
		Keches/Mallen	1000
Boston College	Sean Clougherty	Carmen's 589	1000
Boston College	Daniel Farmer	Glaziers 1044	
		Keches/Mallen	1000
Boston Latin Acad.	Regina Cacciola	RWDSU 513	1000
Boston Latin Acad.	Amanda Triant	SEIU 285	500
Boston Latin Sch.	Sunnarith Chheng	Boston Teachers	500
Braintree	Sandra Marchione	Laborer's 133	500
Brighton	Karen Campbell	J. MacKaren, Esq.	1000
Brookline	Arnold Young	Plumbers 4	
		C. Sheehy, Inc.	2000
Burr/Burton Sem.	Megan Holleran	Pioneer Valley CLC	100
		IUOE 98	1000
Cardinal Spellman	Alicia Nichols	Utility Wkrs. 273	500
Cathedral H.S.	Kerry Hazlett	Pioneer Valley CLC	100
Catholic Memorial	Brian Keady	IBEW 2222	1000
Central Catholic	Thomas Coyle	IBEW 326	750
Central Catholic	Patrick Cronin	Painters D.C. 35	1000
Central Catholic	Michael DelLano	American Income	
		Life Ins. Co.	1000
	John Callahan		500
Chelmsford	Elizabeth Cushing	Chelmsford Teachers	500
		Lowell CLC	250
Chelmsford	Craig Hovey	IUEC 4	500
Chicopee Comp.	Steven Paulin	Northampton CLC	300
East Bridgewater	Andrew Cox	RWDSU 444	2000
East Bridgewater	Kerri McLaughlin	IAM Lodge 1736	1000
East Boston	Danielle Hubert	Laborer's 22	500
Everett	Brendon Glazer	Mass. AFL/CIO	1000
Everett	Janeen Guiliano	Glaziers 1044	

Fontbonne Academy	Mary McDermott	O'Keefe/Assoc.	1000
Foxboro	David Hodgdon	UFCW 1445	1000
	James W. DeBow		250
Georgetown	Brandie Weston	IUE 201	500
		North Shore CLC	500
Gr. Lawrence	Joanna Figueroa	ACTWU 187	250
Hanover	Michael Phillips	IBEW 2222	
		W. Perkins, Esq.	1000
Hingham	Sarah Heaney	Typographical 13	100
Holyoke	April Zenisky	Francis E. Lavigne	2000
Ipswich	Sarah Ann Player	IBEW 2321	500
Ipswich	Jadzia Radzim	AFSCME 1730	500
Ipswich	Katherine Staples	RWDSU 444	2000
King Philip Reg.	Laura Soloway	SEIU 509	1000
		Boston CLC	1000
Larkin	Jason Turner	IUOE 98	1000
Leicester	James Tritone	Glaziers 1044	
		Anchor Capital	1000
Leominster	Philip Hache	IBEW 2325	
	W. Perkins, Esq.		1000
Leominster	Matthew Kirouac	Chelmsford Teach.	500
Lowell	Daniel McNamara	IUOE 4	1000
		O'Keefe/Assoc.	1000
Lowell	David McNamara	IUOE 4	500
Lowell Catholic	Leanne Stafford	IBEW 2321	500
Ludlow	Sonia Sousa	RWDSU 224	500
Lynnfield	Jennifer Diaz	Ironworkers 7	3000
Lynn Classical	Van Tat	Lynn Teachers	500
Lynn Classical	Vatanak Ing	IBEW 1499	
	W. Perkins, Esq.		1000
Lynn English	Adam DeFranco	Lynn Teachers	500
Lynn Voc.Tech	Ted Dow	Lynn Teachers	500
Malden Catholic	William Porcaro	Pipefitters 537	500
Matignon	Angela Mastrocola	Laborer's 22	500
Marlboro	Karen Sibilio	IBEW 1505	1000
Marlboro	Amanda Young	Mass. Electric Co.	500
Medway	William Buckley	RWDSU 513	1000
Melrose	Sharon Cloran	Carmen's 589	1000
		Norfolk CLC	250
Millis	Amy Collins	Ironworkers D.C.	1000
Mt. St. Joseph Acd.	Jennifer O'Leary	Plumbers 12	1000
Nashoba Valley Tech.	Catherine Dupre	Mass. AFL/CIO	
		Voc./Ed.	1000
Natick	Ian MacDonald	Pipefitters 537	500
Newton North	Michele McMillen	NALC Branch 25	500
Newton South	Keith Gessen	John F. Kennedy	2000
No. Quincy	Jeffrey Earnest	RWDSU 444	450
No. Quincy	Edward Wong	RWDSU 444	300
No. Middlesex Reg.	Tova Leigh	No. Worcester CLC	500

Norton	Jennifer Hays	RWDSU 513	1000
Notre Dame Acad.	Mary Clark	Sheetmetal 17	1500
Notre Dame Acad.	K. Hatherley	Carpenters 424	500
Notre Dame Acad.	Christine OConnor	Painters	1000
Notre Dame Acad.	Allison Shea	Typographical 13	150
Oliver Ames	Jennifer Connelly	IBEW 2222	1000
Oxford	Colleen Dryden	IUOE 4	500
Oxford	Patricia Tanona	AFSCME 1153	1000
Oxford	Kelly Widon	IFPTE 105	500
Peabody Vet.	Julie Mahan	Ironworkers 7	3000
Peabody Vet.	Timothy Murphy	Peabody Teachers	1000
Peabody Vet.	Jacob Weintraub	Peabody Teachers	1000
Portsmouth	Kelly Ahern	IUOE 4	500
Quincy	Robert Gordon	Sheetmetal 17	8000
		O'Keefe/Assoc.	1000
Quincy	Pamela Norton	RWDSU 444	750
Raymond	Cara Aliberti	Laborer's 560	500
Raymond	Stephen Smith	IBEW 2222	1000
Reading Memorial	Melanie Allen	IUE 201	500
		McManus/Union Awd.	500
Roxbury Latin	Christopher Russo	Mass. AFL/CIO	
		A. Osborn Awd.	1000
Sandwich	Douglas Spofford	New Bedford/ Cape Cod CLC	250
St. John's	Brian McLain	IBEW 2321	500
		Lowell CLC	250
St. John's Prep.	Sanjay Sankaran	S. Camelio Mem.	500
St. Mary's	Maureen Norris	Firefighters 736	500
St. Peter Marian	Joseph Daly, Jr.	IBEW 2325	1000
Salem	Christopher Ready	McManus/Area Awd.	500
Sanborn Reg.	Lynn Boksanske	IAMAW 1726	
		W. Perkins, Esq.	1000
Snowden	Anna Kordan	AFSCME 402	1000
Sohegan	Stephen Paulding	IUEC 4	500
Somerset	Ron Golaszewski	New Bedford/ Cape Cod CLC	250
Springfield Central	Jayson Nunes	RWDSU 224	1000
Springfield Central	Jeff Rodzen	IBEW 7	300
		Northampton CLC	300
Stoughton	Debbie Silveira	Glaziers 1044	
		The Boston Co.	1000
Tewksbury Memorial	Jill Klerowski	OPEIU 600	1000
Tewksbury Memorial	Amy Toombs	NALC Branch 25	500
Timberlane Reg.	Melissa Sparks	IBEW 103	1000
		No. Shore CLC	500
Turners Falls	Chantelle Cote	IBEW 455	500
Walpole	Allyson Kurker	Distillery Wkrs.	1000
Watertown	Jeanne Boudreau	Pipefitters 537	
		W. Perkins, Esq.	500

Weston	Toiya Taylor	Utility Wkrs. 387	500
Weymouth	Gregory Beston	Henry Khoury Sch.	100
Weymouth	Wayne Godbout	Carpenters	2000
Weymouth	Matthew Valencius	Pipefitters 537	
		C. Sheehy, Inc.	2000
		Norfolk CLC	250
Whitman-Hanson	Kevin Connolly	OPEIU 600	1000
Whitman-Hanson	Bruce Wilds	IAMAW Lod. 38	
		W. Perkins, Esq.	1000
Winthrop	Brian Carroll	RWDSU 513	1000
Xaverian Brothers	Michael Cronin	Laborer's 223	1000
Xaverian Brothers	Andrew Porter	Carmen's 589	1000

Sheetmetal Workers Local 17
 Ronald Ricciarelli - \$1,500.00
 Erin Butler - \$1,500.00
 Daniel Gersbach - \$1,500.00

NOTE: Some of the Scholarships listed in the Massachusetts AFL/CIO Brochure are awarded through the local union and are not listed.

1993 EXAM

1. The Wagner Act is especially important because of its provisions concerning:

- a. Unemployment compensation
- b. Pensions
- c. Collective bargaining
- d. Unions under communist domination

2. Compared with other labor force groups, families with female heads of households have:

- a. Lower unemployment
- b. Lower earnings
- c. Higher educational attainment
- d. Fewer dependent children

3. Most public employees do not have:

- a. Right to strike
- b. Right to organize
- c. Right to file unfair labor practice charges.
- d. Right to go to an arbitrator with a complaint

4. During the 1960's and 1970's:

- a. the American workforce grew in an unprecedented way
- b. union membership increased
- c. women workers gained equality with males in regard to wages
- d. manufacturing jobs increased relative to most other occupations

5. The Act which outlawed the yellow dog contract was:

- a. The Norris-Laguardia Act
- b. The Civil Rights Act
- c. The Clayton Act
- d. The Equal Pay Act

6. The victory often cited as Labor's greatest contribution to the children of working families in the 19th century was:

- a. Establishing free, universal public education
- b. Winning the eight hour day
- c. Federal law recognizing the right to organize unions
- d. Establishinbg safe and health conditions in the workplace

7. The group of men who were often highed by employers as labor spies, strikebreakers, and factory guards were:

- a. Molly Maguires
- b. Brotherhoods
- c. Wobblies
- d. Pinkertons

- 8. A person discriminated against because of race, color, creed, religion, sex, or age is protected by:**
- The Taft-Hartley Act
 - The Civil Rights Law
 - The Davis-Bacon Law
 - The Social Security Law
- 9. The agreement between employer and the employee whereby the employee agreed not to join a union while working for his employer was called a:**
- Mohawk Valley formula
 - Sweetheart contract
 - writ of mandamus
 - yellow dog contract
- 10. The first president to address an AFL convention was:**
- Calvin Coolidge
 - Franklin Roosevelt
 - Woodrow Wilson
 - Jimmy Carter
- 11. A technique used by workers in which they exercise their power as consumers is:**
- The blacklist
 - An open shop
 - A lockout
 - A boycott
- 12. The "host" group at the Boston Tea Party were:**
- Plumbers
 - Carpenters
 - Mine Workers
 - Local politicians
- 13. The AFL extended to "all women's labor organizations representation on an equal footing" in:**
- 1882
 - 1935
 - 1954
 - 1964
- 14. Which of the following statements about women union members is true?**
- One out of three union members is a women
 - The proportion of women union members has grown in recent years.
 - Women union members earn significantly more than their non-union counterparts
 - No women is president of a major U.S. labor organization

- 15. The first presidential candidate that the AFL voted to officially endorse in 1924:**
- Robert LaFollette
 - John W. Davis
 - William Z. Foster
 - Calvin Coolidge
- 16. The Committee of Industrial Organizations was a labor organization which placed primary emphasis on:**
- Craft union organization
 - Political Action
 - Industrial union organization
 - One big union
- 17. The Act which forbade employers from interfering with workers rights to collective bargaining:**
- Wagner Act.
 - Landrum-Griffin Act
 - Equal Pay Act
 - Clayton Act
- 18. The goal most sought by trade unionists in the last decades of the 19th century and the first two of the twentieth was:**
- Time study
 - The eight hour day
 - Health care
 - The \$2.00 minimum wage
- 19. The Act which was designed to relieve labor from prosecution under the Sherman Antitrust Act but proved ineffective was:**
- The National Labor Relations Act
 - The Clayton Act
 - The Norris-LaGuardia Act
 - The Wagner Act
- 20. In the period following World War I, the National**
- Worked closely with labor
 - enacted the eight hour day for all workers
 - stated that the labor movement was an un-American conspiracy
 - supported the new government in Russia
- 21. Act which prohibits employers from discriminating on the basis of sex in the payment of wages for equal work:**
- Civil Rights Act
 - Taft-Hartley Act
 - Equal Pay Act
 - National Labor Relations Act

22. John L. Lewis was:

- a. A mine worker
- b. A supporter of communism
- c. A supporter of craft unionism
- d. All of the above

23. During Franklin D. Roosevelt's administration and the AFL/CIO split:

- a. The social security program was developed
- b. A federal minimum wage-hour law was first established
- c. Unemployment compensation was enacted
- d. All of the above

24. The first president of the merged AFL/CIO was:

- a. Walter Reuther
- b. George Meany
- c. Lane Kirkland
- d. Eugene Debs

25. The president of the union that organizes farm workers is:

- a. Lane Kirkland
- b. Cesar Chavez
- c. Jesse Jackson
- d. Trini Lopez

26. The striking federal workers who were fired by the Reagan Administration and forbidden to apply for other government employment were employed as:

- a. Postmen
- b. Legal Aid attorneys
- c. Air Traffic Controllers
- d. amtrak conductors

27. Which of the following is not true?

- a. On the average, women are paid 20 percent less than men who hold equivalent jobs.
- b. Most women have the option of not working
- c. The more an occupation is dominated by women, the less it tends to pay
- d. Women do different work than men and the work they do is paid less

28. Which of the following is not a problem for many women workers:

- a. Affordable child care
- b. Occupational segregation
- c. Low wages
- d. All of the above

29. Since 1970, population has grown fastest in the:

- a. Northeast
- b. Great Lakes region
- c. Sunbelt
- d. Midwest

30. Unionized workers earn, on average:

- a. 10 percent more than non-union workers
- b. 33 percent more than non-union workers
- c. 50 percent more than non-union workers
- d. 25 percent less than non-union workers

KEITH GESSEN
NEWTON SOUTH HIGH SCHOOL
WINNER OF THE JOHN KENNEDY SCHOLARSHIP
WINNING ESSAY

The problems facing Bill Clinton today are really no different than those faced by other presidents in years past - they are, however, more complex. The question now is not *whether* there should be free public education, but rather up to what level, and *whether* schools outside the community should fall under the auspices of *free* public education. The question is no longer *whether* it is necessary to re-train workers once their old tasks have become automated, but rather how much the company must invest in this and what role the government should play in enforcing regulations intended to protect workers. The question is no longer *whether* women should be allowed to work outside the home, or *whether* they can work the same jobs, or *whether* they should be paid equally for equal work - but rather what employers can do to eliminate harassment in the workforce and what sort of laws should be enforced to make certain this comes about. The role of the AFL/CIO is thus also more complex, but it is no way diminished. Labor must continue to be a strong force, swaying politicians to the side of workers, to the defense of the middle class and the working poor just as labor has done throughout its history in the U.S. In a time when 12 years of reactionary Republican rule has caused a climate not unlike the late 1920's, labor must act decisively in pulling our country back to its roots, reminding our politicians and our news media that it is the workers - not the lawyers - who built this country, and it is the workers who must survive in order that this country can survive as well.

Let us imagine then that I am Lane Kirkland, President of the AFL/CIO (or Joseph Faherty at the Massachusetts AFL/CIO), and Bill Clinton has asked me to meet with him in the Oval Office to discuss some major policy decisions he is struggling with.

Bill: Hello Lane.

Me (Lane): Hello, Bill. This office sure is oval. Well, let's talk issues, shall we?

Bill: Absolutely. I've been struggling with my public education policy. I figured that since labor was so instrumental in bringing about free public education in this country, it would be only fitting to ask you about it. What do you think about school choice?

Me: I like the concept, because it creates a consumer's market in education, which is good for the working people who can't necessarily afford to live in the most affluent community but still want to send their kids to the best possible schools. School choice theoretically allows for this. But there are some problems with it that bother me. For example, there needs to be transportation for those who decide to attend schools in another town.

Bill: I think we can arrange that.

Me: All right, but what about the poorer communities that are going to lose funding for each student that leaves? They'll be devastated by it, like Millis in Massachusetts. It was bad enough that the middle class essentially abandoned the poorer communities, but now their kids will leave there, too, and the community will no longer be self-sustaining. It'll just make matters worse. The

idea of a free market for schools seems to imply that schools aren't improving because they don't want to - they don't know how, or they haven't the funding. That is what we should improve upon, because I don't think the Darwinian theory is applicable to school systems.

Bill: What do you suggest?

Me: Any of a number of things - but primarily that you keep your promise of investment in the infrastructure. Make teaching a more lucrative profession; make educational theorists as highly regarded as economic theorists. I know that in Newton, MA, teachers have refused to work over-time (work-to-rule) because they haven't yet gotten a satisfactory contract. I like the fact that they are part of a union and are exercising their rights, but it is a travesty that they must resort to this because they are too valuable to the future of this nation. Indeed you have said that people are this nation's greatest commodity and labor has always felt that the more educated they are the more valuable they are and the better they can function in a democracy. Teachers are sine quo non of a great nation such as ours. Your goal must be to establish certain top-notch standards that all schools must meet and help them attain those standards through a concerted effort, primarily in educational research and development, because even more than money, schools need efficiency and new ideas.

Bill: What about my plan for a super-fund for college loans?

Me: That's great. The more educated our work force, the greater our chance of out-competing Japan and Germany and also of our surviving as a democracy. Just make sure you can get the money back. And don't over-tax the middle class.

Bill: Sure, sure. Now what about job training? I mean, how does labor feel I should handle it?

Me: Well, obviously, we feel that job training must be the responsibility of the employer. More and more jobs are going to be taken over by machines. We understand that, but there will always be a need for human labor. It is incumbent upon employers that when they feel a worker's job has become obsolete, they should make sure he gets another job within the company. This is not the 19th century, when employers could fire and hire at will, without consideration for the welfare of the employee. And Norris-Laguadia outlawed the yellow dog, and Judge Shaw did establish our right to bargain collectively (as of course did the Wagner Act), and we will fight employers who mistreat their members. However, we also realize that this is not a Utopia and that companies do not have endless resources to invest on their workers when the benefits of this will not be immediately felt. That is where the government comes in.

Bill: Infrastructure spending?

Me: Exactly. Investment in ourselves. I believe you have proposed tax credits for employers who train their workers, and I am all for it, and then some.

Bill: Great. Now what about all this stuff popping up about harassment in the workforce? What can I do?

Me: Something, you have got to do something. Women make up almost half of our total workforce, and yet they are still harshly under-privileged. Women receive almost 10% less than men working equivalent jobs. Despite the Equal Pay Act of 1963 and the AFL's pronouncement of 1894. And occupational segregations is ridiculous. 99% of all secretaries are women.

What? They can't do other jobs, or men can't be secretaries?

Harassment in the workforce has less to do with specific laws as facts and figures, though, than it does with peoples conceptions of societal roles. Women are still viewed by too many men as sex objects rather than as co-workers, and we need look no further than one of our Justices on the Supreme Court. Meanwhile, women who are successful are seen as frigid megalomaniacs - just ask your wife.

Bill: What can I do though?

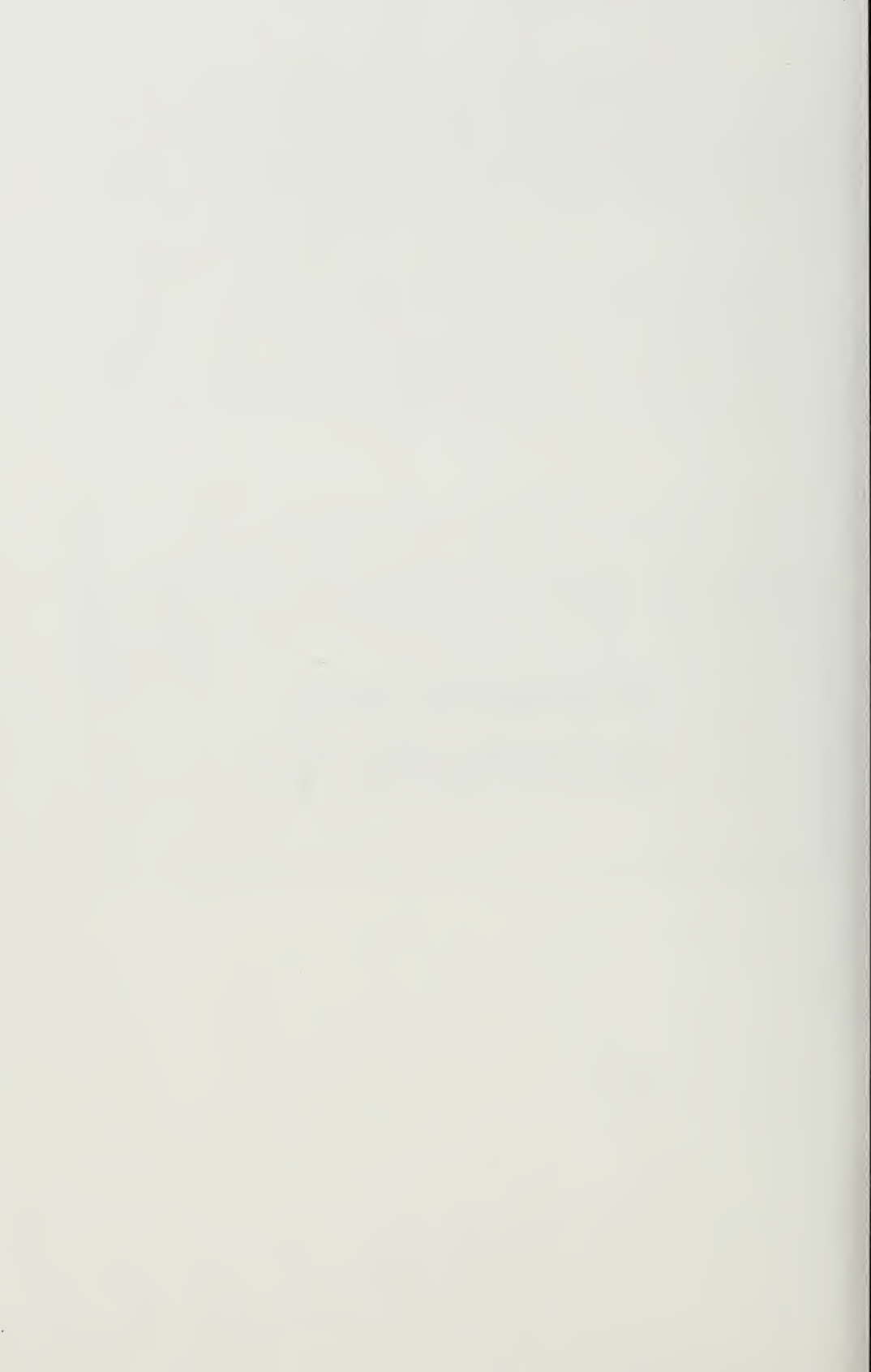
Me: Certainly, laws are important. More important, though is that women achieve more high-level jobs, as they have on your Cabinet. Encourage more women mathematicians and engineers. As soon as males begin seeing women as workers who have much to contribute and not as poster pictures created for their personal pleasure, harassment will cease. It also wouldn't hurt to have more women in unions. Labor has always supported the cause of women (the AFL offered women membership as far back as 1882), and we shall continue to do so.

Bill: Great. Thanks, Lane.

Me: Sure, Bill. And remember, this is a crucial time in this country. We are struggling, but we are still a great, massive power. You have the chance to do as much good as FDR, or as little good as Carter. And you're going to need labor's help to do the job. Remember, too, that with COPE, our members know about your promises. They are well informed, and will know if you're not being honest with them. We don't like all the lawyers in your cabinet, but we are on your side for now.

Good luck Bill.

FINANCIAL STATEMENT



INDEPENDENT AUDITOR'S REPORT

Massachusetts AFL-CIO Council

We have audited the accompanying statement of assets, liabilities and fund balance - modified cash basis of the Massachusetts AFL-CIO Council (a nonprofit organization) as of June 30, 1993 and the related statements of revenues, expenses and fund balance, and cash flows - modified cash basis for the year then ended. These financial statements are the responsibility of the Council's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As described in the Notes, the Council prepares its financial statements on the modified cash basis of accounting. This basis is a comprehensive basis of accounting other than generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and fund balance of the Massachusetts AFL-CIO Council as of June 30, 1993 and its revenues, expenses and fund balance and cash flows for the year then ended, on the basis of accounting described in the Notes.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplementary information on page 7 is presented for the purposes of additional analysis and is not a required part of the basic financial statements. Such information has not been subjected to the auditing procedures applied in the audit of the basic financial statements and, accordingly, we do not express an opinion on it.

Green & Diminico, P.C.

July 30, 1993

MASSACHUSETTS AFL-CIO COUNCIL

STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCE -
MODIFIED CASH BASIS

June 30, 1993

ASSETS

Current assets:	
Cash	\$196,305
Prepaid expenses and other current assets	<u>1,298</u>
Total current assets	<u>197,603</u>
Property and equipment:	
Office equipment	84,445
Motor vehicle	<u>19,824</u>
	104,269
Less accumulated depreciation	<u>37,973</u>
	<u>66,296</u>
Other asset - Israel bond	<u>1,000</u>
	\$264,899
	=====

LIABILITIES AND FUND BALANCE

Current liabilities:	
Note payable	\$ 10,309
Payroll taxes payable	<u>5</u>
Total current liabilities	<u>10,314</u>
Fund balance	<u>254,585</u>
	\$264,899
	=====

The accompanying notes are an integral
part of these financial statements.

MASSACHUSETTS AFL-CIO COUNCIL

STATEMENT OF REVENUES, EXPENSES AND FUND BALANCE -
MODIFIED CASH BASIS

Year ended June 30, 1993

Revenues:	
Per capita	\$ 968,883
Conferences and conventions	107,143
Grants	59,281
Ballot question reimbursements	40,000
Political fundraising	17,255
Charitable fundraising	11,832
Interest	2,407
Other	35,320
Total revenues	<u>1,242,121</u>
Expenses	<u>1,161,007</u>
Excess of revenues over expenses	81,054
Fund balance, July 1, 1992	<u>173,531</u>
Fund balance, June 30, 1993	<u>\$ 254,585</u> =====

270

The accompanying notes are an integral
part of these financial statements.

MASSACHUSETTS AFL-CIO COUNCIL

STATEMENT OF CASH FLOWS - MODIFIED CASH BASIS

Year ended June 30, 1993

Cash flows from operating activities:	
Cash received from members	\$ 968,883
Cash paid to suppliers and operating expenses	(1,151,679)
Interest income	2,407
Cash received from other sources	270,831
<i>G. Grants - Food Bank</i>	
<i>COPE EDUC</i>	
<i>→</i>	
Net cash flows from operating activities	<u>90,442</u>
Cash flows from investing activity -	
Purchase of property and equipment	<i>COMPUTER</i> <u>(15,000)</u>
NET INCREASE IN CASH	75,442
CASH AT BEGINNING OF YEAR	<u>120,863</u>
CASH AT END OF YEAR	<u>\$ 196,305</u> =====

The accompanying notes are an integral part of these financial statements.

Reconciliation of excess of revenues over expenses to net cash flows from operating activities:	
Excess of revenues over expenses	\$ 81,054
Adjustments to reconcile excess of revenues over expenses to net cash flows from operating activities:	
Depreciation	9,728
Increase in -	
Prepaid expenses	(345)
Increase in -	
Payroll taxes payable	<u>5</u>
	\$ 90,442
	=====

SUPPLEMENTAL SCHEDULE OF NON CASH
FINANCING ACTIVITY -

Property and equipment acquired by direct financing	\$ 10,309
	=====

Disclosure of Accounting Policy

For purposes of the statement of cash flows, the Council considers all highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

The accompanying notes are an integral part of these financial statements.

MASSACHUSETTS AFL-CIO COUNCIL

NOTES TO FINANCIAL STATEMENTS

June 30, 1993

Scope of the Business

The Massachusetts AFL-CIO Council is a merged organization dedicated to free collective bargaining and the protection of the rights of labor. The Council is composed exclusively of local chapters of national and international unions, local central bodies, local and State Councils, joint boards, district councils and other organizations affiliated and/or chartered by the AFL-CIO and located within the State of Massachusetts.

Basis of Accounting

The Council's policy is to prepare its financial statements on the modified cash basis of accounting; consequently, certain revenues are recognized when received rather than when earned, and certain expenses are recognized when cash is disbursed rather than when the obligation is incurred.

Accounting Policies

Fund Accounting - In order to insure observance of limitations placed on the use of the resources available to the Council, the accounts of the Council are maintained in accordance with the principles of "fund accounting". This is the procedure by which resources for various purposes are classified with activities or objectives specified. Separate accounts are maintained for each fund; however, in the accompanying financial statements, all financial transactions have been combined.

Property and Equipment - All fixed assets are stated at cost. Major additions and betterments are charged to the property accounts while replacements, maintenance and repairs which do not improve or extend the useful lives of the respective assets are expensed in the year incurred. Prior to July 1, 1987, the policy of the Council was to charge to expense capital assets when acquired.

MASSACHUSETTS AFL-CIO COUNCIL

NOTES TO FINANCIAL STATEMENTS

June 30, 1993

Accounting Policies - continued

Depreciation - Depreciation is computed by the straight-line method over the estimated useful lives of the related assets as follows:

<u>Asset</u>	<u>Life in Years</u>
Office equipment	10
Motor vehicle	5

Note Payable

None
The note payable is due on demand, secured by office equipment and is non-interest bearing.

Pension Plan

The Council has a defined benefit pension plan covering substantially all of its employees. The Council utilizes the frozen initial liability method, and its policy is to fund accrued pension costs.

Commitments and Contingencies

The Council occupies office facilities as a tenant-at-will. Rent expense for the year ended June 30, 1993 was approximately \$33,400.

Income Taxes

Pursuant to Section 501(c)(3) of the Internal Revenue Code and state income tax laws, the Council is exempt from federal and state income taxes.

MASSACHUSETTS AFL-CIO COUNCIL
 SCHEDULE OF EXPENSES - MODIFIED CASH BASIS

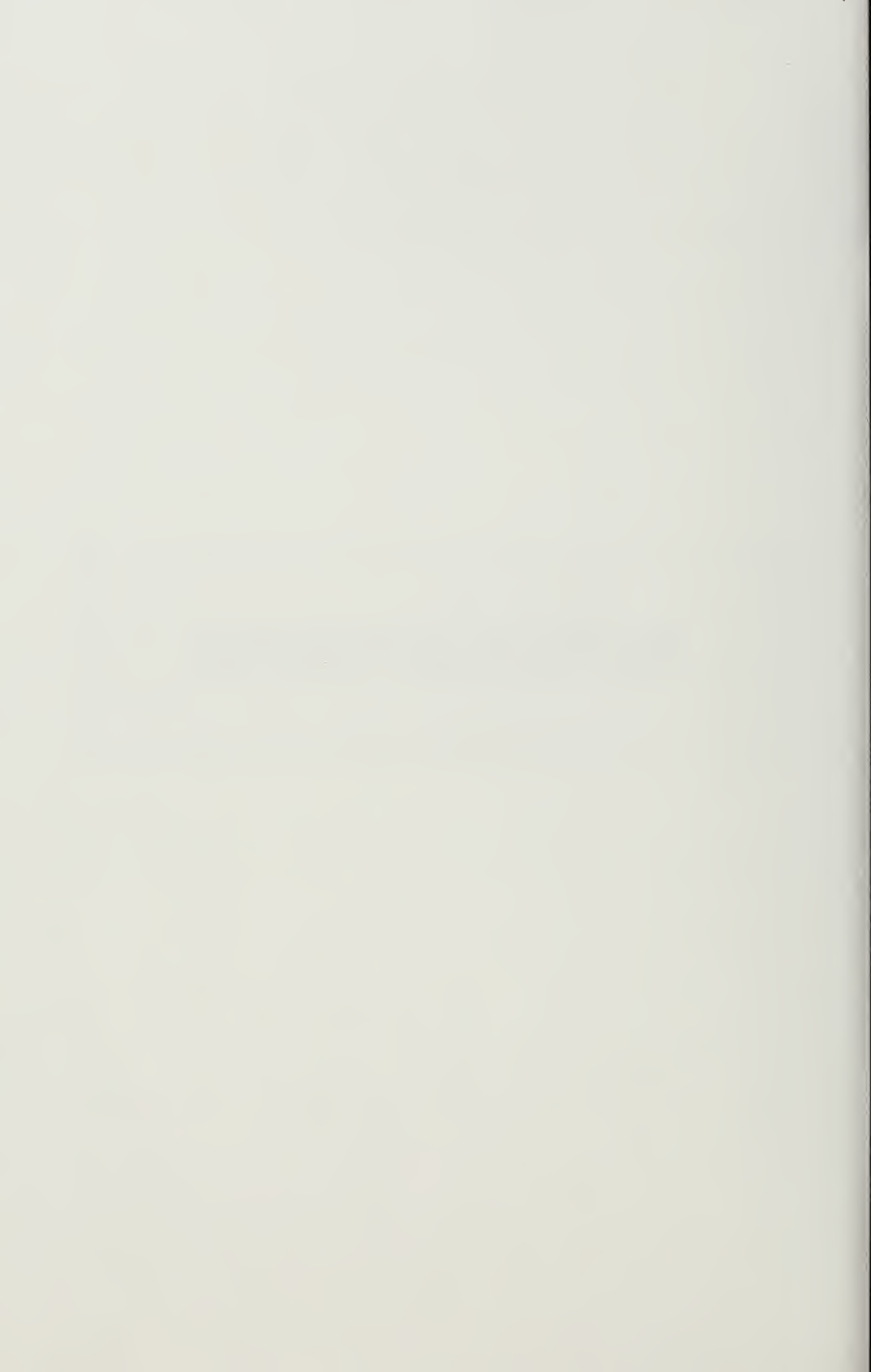
Year ended June 30, 1993

Cash expenses:		
Salaries		\$ 435,902
Conferences and conventions	<i>ST union</i>	128,653
Pension plan	<i>SecTreas</i>	95,754
Postage and deliveries	<i>Annual Conv</i>	60,387
Office supplies and expenses	<i>Compens</i>	59,423
Printing		48,876
Travel and entertainment		45,984
Payroll taxes		37,786
Group insurance		35,368
Rent		33,408
Fundraising expenses		24,047
Scholarship expense		22,900
Motor vehicle expenses		21,394
Charitable contributions and events		19,025
Political contributions		16,860
Legal and accounting		16,016
Utilities and telephone		13,210
Repairs and maintenance		11,645
Dues and subscriptions		4,792
Meetings		2,117
Taxes, other		1,920
Other expenses		<u>15,872</u>
Total cash expenses		1,151,339
Non-cash expense - Depreciation		<u>9,728</u>
Total expenses		<u><u>\$1,161,067</u></u>

Travel
RICH - 2
RICH R. 2
Not AFL-CIO - 3 - 20
Northwest Council 1/8 yr
Edgewood Council 1/8 yr
Council of ST bus
w. Comp
 See independent auditor's report.
Public employees



RESOLUTIONS



RESOLUTION # 1

RESOLUTION ON PRIVATIZATION

Whereas: Privatization is a shift in services from unionized state workers or municipal employees to non-union, private sector contractors;

Whereas: Privatization means low wages, few benefits, reduced health insurance, which increases turnover and can lead to deterioration of the service provided;

Whereas: The Weld Administration has made privatization their number one priority in an effort to bust unions;

Whereas: Weld's privatization plans have promoted corruption, inefficiency and destruction of services for many of our most vulnerable citizens;

Therefore Be It Resolved: That the Massachusetts AFL-CIO reaffirms its opposition to privatization of any public work that has traditionally been performed by public employees;

Therefore Be It Further Resolved: That the Massachusetts AFL-CIO makes passage of the Pacheco Bill, in its strongest possible form, its number one legislative priority for the remainder of the 1993 Legislative Session.

Submitted by:

Joseph C. Faherty, President Robert J. Haynes, Secretary-Treasurer Joseph Lydon, Executive Vice President James Farmer, Executive Vice President John Phinney, Executive Vice President

RESOLUTION # 2

RESOLUTION ON OPPOSITION TO NAFTA

Whereas: The North American Free Trade Agreement (NAFTA) negotiated by the Bush Administration was drafted to satisfy the needs of the investment community at the expense of American workers, our environment and the overall quality of life;

Whereas: The Clinton Administration's side agreements to NAFTA contain no practical means of safeguarding workers' rights and the environment;

Whereas: If NAFTA becomes law it will signal the abandonment of America's manufacturing base and will do little to lift Mexican workers out of poverty;

Therefore Be It Resolved: That the 36th Constitutional Convention go on record in opposition to NAFTA;

Therefore Be It Further Resolved: That the Massachusetts AFL-CIO and its affiliates make a concerted effort to convince our Congressional Delegation to vote NO on NAFTA.

Submitted by:

JOSEPH C. FAHERTY, President
ROBERT J. HAYNES, Secretary-Treasurer
JOSEPH LYDON, Executive Vice President
JAMES FARMER, Executive Vice President
JOHN PHINNEY, Executive Vice President

RESOLUTION # 3
RESOLUTION ON SUPPORT FOR
VOTER REGISTRATION

Whereas: The defeat of Governor Weld and the re-election of Senator Kennedy are of the utmost importance to the Massachusetts AFL-CIO, its affiliates and the working men and women we represent;

Whereas: We must continue our "Special Friends" program to assure advocates for working people and Organized Labor are elected to the General Court;

Whereas: We must be prepared to support our friends and defeat our enemies in the 1994 election for the United States House of Representatives;

Whereas: Our strength is in our numbers and union members who are not registered to vote weaken Labor's political clout at the ballot box;

Therefore Be It Resolved: That the affiliated Local Unions of the Massachusetts AFL-CIO make an all-out effort to register their members and educate them in conjunction with the Massachusetts AFL-CIO's Committee on Political Education's endorsements for the 1994 election.

Submitted by:

JOSEPH C. FAHERTY, President
RICHARD ROGERS, COPE Director

RESOLUTION # 4
RESOLUTION ON
SUPPORT FOR LEGISLATIVE PROGRAM

Whereas: The Massachusetts AFL-CIO Legislative Program is responsible for passing legislation to protect working people and defeating anti-worker legislation;

Whereas: The Weld/Cellucci legislative agenda has targeted working families and forced our legislative program to take a defensive posture while continuing to advance our pro-worker agenda;

Therefore Be It Resolved: That the affiliated local unions redouble their support of the legislative program;

Be It Further Resolved: That when the legislative program calls for support on Beacon Hill and at meetings within Central Labor Councils and legislative jurisdictions, that all affiliates make a good faith effort to participate in such activities.

Submitted by:

JOSEPH C. FAHERTY, President
RICHARD MARLIN, Legislative Director

RESOLUTION # 5

OPPOSING RESTRICTIONS OF FREE SPEECH

WHEREAS, the AFL/CIO' Committee of Political Education works diligently to represent the interests of working men and women in the Commonwealth, and

WHEREAS, COPE funding helped support the 1988 effort to defeat the anti-labor initiative petition repealing the "prevailing wage" law (QUESTION 2 IS BAD FOR YOU), and

WHEREAS, the same Committee on Political Education helped fund the successful effort to defeat the 1990 anti-working person initiative petition cutting taxes and state services (QUESTION 3: IT GOES TOO FAR), and

WHEREAS, if it weren't for COPE contributions the wages, benefits and working conditions of working men and women and the state services available to all would be drastically reduced, and

WHEREAS, the ability of associations and unions to exercise their right of free speech through financial support or opposition to both to both legislation, constitutional amendments, initiative petitions, referenda and public policy questions is an essential part of the Democratic process, and

WHEREAS, none of the currently proposed initiative petitions adequately address the issue of "bundling", and

WHEREAS, ill-conceived initiative petitions schemes may set back serious efforts at campaign finance and reporting activities,

THEREFORE BE IT RESOLVED: that this convention go pm record as opposing legislation, and initiative petitions which seek to limit the ability of working people's associations or unions to exercise their right of free speech through financial support for campaigns to enact or defeat constitutional amendments, initiative petitions, referenda or public policy questions appearing on the ballot.

Submitted By:

JOSEPH C. FAHERTY, President

ROBERT J. HAYNES, Secretary-Treasurer

JOSEPH LYDON, Executive V.P. Public Sector

JAMES FARMER, Executive V.P. Building Trades

JOHN PHINNEY, Executive V.P. Industrial Unions

RICHARD ROGERS, COPE Director

RICHARD MARLIN, Legislative Director

RESOLUTION # 6

RESOLUTION ON AFFILIATION

Whereas: Only through participation and solidarity can the programs, goals and objectives of the Massachusetts AFL-CIO Council be successfully carried out, and

Whereas: Many local unions are still not affiliated with the Massachusetts AFL-CIO, and

Whereas: These unions have benefitted from the success of our legislative and political programs without sharing the costs of maintaining these programs;

Therefore Let It Be Resolved: That the Massachusetts AFL-CIO Council initiate a comprehensive affiliation program, putting emphasis on one-on-one organizing meetings with the officers of non-affiliated locals.

Submitted by:
ROBERT J. HAYNES, Secretary-Treasurer

RESOLUTION # 7

RESOLUTION ON SUPPORT FOR "SPECIAL FRIENDS" PROGRAM

Whereas: The Massachusetts AFL-CIO has developed a proven program to elect pro- labor legislators to the General Court of Massachusetts, and

Whereas: By judiciously utilizing our resources in targeted races, COPE has demonstrated that through "grass roots" activity we can be a powerful organization on the legislative district level, and

Whereas: The continued success of our "Special Friends" Program will allow us to develop a strong nucleus of pro-labor legislators and potential leaders in the General Court;

Therefore Be It Resolved: That the Central Labor Councils and affiliated local unions continue to fully participate in the COPE "Special Friends" Program.

Submitted by:
JOSEPH C. FAHERTY, President
RICHARD ROGERS, COPE Director

RESOLUTION # 8

OPPOSING "TERM LIMITATION" INITIATIVE

WHEREAS, the rights of citizens to vote to elect their representatives to government is one of the most precious of the rights granted to the people of the United States of America under the Constitution, and

WHEREAS, the gains in elective office positions won by workers, minorities and women and the seniority and experience that are beginning to accrue to their benefit would likely be lost in the revolving door process that would result from capricious restrictions, and

WHEREAS, the AFL/CIO has historically championed the voting rights of workers, minorities and women, and

WHEREAS, the deliberative nature of the legislative process would give way to short-term thinking rather than long range planning, as the legislature was deprived of elected representatives with critical institutional knowledge, perspective and experience in the complex areas of modern government, and

WHEREAS, the ability to vote for and elect any citizen to represent the people should not be arbitrarily or unreasonable abridged, and

WHEREAS, one of the Hallmarks of the American political system is its continuous striving for inclusiveness at all levels of government, and in every aspect of the democratic process and

WHEREAS, the AFL/CIO through its Committee on Political Education works diligently to encourage its unions and their individual members to become active in the electoral and legislative processes, and

WHEREAS, the AFL/CIO supports the right of EVERY citizen in the Commonwealth to have the ability to strive for elective office, and

WHEREAS, the AFL/CIO opposes any unreasonable or arbitrary abridgement or restriction on the right of the people to choose their elected representatives, and

WHEREAS the AFL/CIO has demonstrated its commitment to inclusive Government through its support for the 1965 "Voting Rights Act" the 1993 Postcard Voter Registration Act and the 1993 "Motor Voter Act"

THEREFORE BE IT RESOLVED, that the Massachusetts AFL/CIO is instructed to Oppose Constitutional Amendments, and all legislative schemes, including currently proposed term limitation initiative petitions, that would seek to limit the ability of a citizen to seek elective office, or the right of the citizens to elect any individual that they might deem fit to represent them in the local, state or federal legislative branch of government, and

BE IT FURTHER RESOLVED, that the Massachusetts AFL/CIO encourages all union members in the state to reject signing the term limitation initiative-petition restricting ballot access currently circulating in the Commonwealth, encourage others to follow their example, and to work to defeat any legislative or initiative attempts to restrict or limit the ability of citizens to seek elective office, serve equally with others in those elective offices or to abridge the ability of the citizens to elect their chosen representatives.

Respectfully submitted,
THE MASSACHUSETTS AFL/CIO COUNCIL

RESOLUTION # 9

ENVIRONMENTAL PROTECTION AND ECONOMIC INVESTMENT

WHEREAS: The Massachusetts AFL/CIO has been a leader in efforts to both preserve our environment and protect worker health and safety from environmental pollutants, and

WHEREAS: The Massachusetts AFL/CIO has often extended those efforts to preserve the environment and protect the health and safety of the general public from the potentially damaging effects of industrial and construction related pollutants, and

WHEREAS: These efforts resulted in the enactment of the landmark Massachusetts corporate takeover legislation, worker "Right to Know" legislation, tightening of asbestos regulations and support for numerous other sound environmental legislation, and

WHEREAS: The Massachusetts AFL/CIO stands in solidarity to protect the jobs of American workers from erosion due to foreign competition corporate takeovers and arbitrary, and sometimes counter-productive environmental mandates, and

WHEREAS: The Massachusetts AFL/CIO extends that interest to the protection of Massachusetts workers' jobs from erosion due to unsound or government laws or regulations or environmental mandates that have resulted in the relocation of Massachusetts industrial and retail jobs into areas immediately bordering the Commonwealth, and

WHEREAS: The Commonwealth of Massachusetts should continue to be a national leader in it's commitment to both the protection of the environment and revitalization of the state's manufacturing, retail and construction jobs and

WHEREAS: Neither existing or potential jobs should be sacrificed for arbitrary, redundant and unsound environmental mandates, and

WHEREAS: The Commonwealth's economic revitalization should not be arbitrarily burdened by redundant legislative and regulatory schemes that do not measurably enhance both the growth of the industrial base, and protection of the environment, and

WHEREAS: More than 230,000 manufacturing jobs have been lost in Massachusetts since 1984 and,

WHEREAS: More than 30% of union construction workers are currently unemployed, with little hope of relief, and

WHEREAS: Many of those jobs provided a good quality of life for the families of our brothers and sisters in the trade union movement,

THEREFORE BE IS RESOLVED: That the Massachusetts AFL/CIO be instructed by this convention to work with those groups who recognize the need for sound environmental policies without sacrificing either construction jobs or the manufacturing and retail jobs they create, and

BE IT FURTHER RESOLVED: That this convention go on record as opposing legislation that automatically mandates bans on construction and development activities within an arbitrarily established distance of the rivers and streams of the Commonwealth.

Respectfully submitted,

THE MASSACHUSETTS STATE COUNCIL OF CARPENTERS

RESOLUTION # 10 SUNDAY AND HOLIDAY HOURS

WHEREAS: Retail Workers make up a large segment of both the States' population and the State AFL/CIO's membership, and

WHEREAS: Retail workers in the Commonwealth deserve to have time off for families, religion, rest, community activities, as do any other segments of the Commonwealth's population, and

WHEREAS: Retail workers in the Commonwealth should not be forced by an anti-worker Administration, dedicated to eroding their Quality of Life to work on Sunday mornings and Holidays, and

WHEREAS: There will be no true economic benefit to the Commonwealth by forcing Retail workers, many of which are single parents with no day-care provisions to work Sunday mornings and Holidays, and

WHEREAS: This attack on Retail workers Quality of Life is similar in nature to the administrations' attacks on Prevailing Wage, and the jobs of our Brothers and Sisters in the Public Sector, through Privatization, and

WHEREAS: The UFCW has consistently stood with out Brothers and Sisters in defense of their Quality of Life, now

THEREFORE BE IT RESOLVED: That the Massachusetts AFL/CIO go on record as opposed to any and all attempts to further erode Retail Workers' Quality of Life through weakening the Commonwealths' Blue Laws.

Submitted by:

JOHN PHINNEY, UFCW Local Union 1445

RESOLUTION # 11
NEW LEGISLATIVE INITIATIVES

WHEREAS: Several thousand state employees have been laid off over the past several years, and

WHEREAS: Local Aid has been severely reduced over the last several years, causing cutbacks in public safety and other essential local services, and

WHEREAS: Public Higher Education is losing its national status due to budget cuts, and

WHEREAS: Enforcement of Labor Laws has been decimated because of a lack of resources,

THEREFORE BE IT RESOLVED: That the Massachusetts AFL/CIO and its affiliated Local Unions petition the Massachusetts Legislature that whenever major new initiatives, such as Education Reform or Megaplex, are considered new revenue sources should be identified to pay for these programs.

Submitted by:

JOSEPH C. FAHERTY, President
ROBERT J. HAYNES, Secretary-Treasurer
RICHARD MARLIN, Legislative Director

RESOLUTION # 12 REFORM OF OSHA

WHEREAS: Workers health and safety is paramount to the lives of Massachusetts employees and their families, and

WHEREAS: Almost two workers are killed on their jobs every week in Massachusetts; 200 Massachusetts workers each day are injured severely enough to lose at least five days of work; and a conservative estimate of occupational cancer indicates that over 100 Massachusetts workers are diagnosed each month with cancer caused or contributed to by their jobs, and

WHEREAS National attention has been focused on workplace safety and the staggering human and economic costs of job-related injuries and illnesses by the AFL/CIO's Workers' Memorial Day Campaign, and

WHEREAS: State County and Municipal Employees in Massachusetts are not now covered under even the minimum protections of OSHA, and

WHEREAS: The Occupational Safety and Health Act of 1970 needs to be strengthened to better protect workers, cover the public sector and fulfill its promise of workplaces "free of recognized hazards":

BE IT THEREFORE RESOLVED: That the Massachusetts AFL/CIO go on record as strongly supporting the Comprehensive Occupational Safety and Health Reform Act (S.575 and H.R. 1280) as filed by Senators Edward M. Kennedy and Howard Metzenbaum and Congressmen William Ford, and

BE IT FURTHER RESOLVED: That the Commonwealth of Massachusetts be urged to join the Federal Data Base on Injury Reports and purchase the services of said organization.

Submitted by:
ROBERT SPINNEY,
Chair Massachusetts AFL/CIO Health & Safety Committee

RESOLUTION # 13

RESOLUTION ON ECONOMIC CONVERSION

WHEREAS, with the Cold War over a substantial portion of resources once invested in national defense can now be deployed to rebuild a strong manufacturing base and meet the long neglected needs of our people for health care, education and a clean environment. The country will benefit from a carefully planned transition from military production to civilian production.

WHEREAS, the government which planned the military buildup, has a particular responsibility to ensure that the transition for defense worker and defense-dependent communities. Companies who have benefited from defense work should also share in the responsibility of a planned transition to civilian work. Labor stands ready and must play an active role in the process of conversion.

WHEREAS, in the past decade we have seen laissez faire economics wreak havoc with workers, communities and long-term economic growth. Conversion programs must lead the way to a new industrial policy — a policy based on the principles of: participatory democracy; sustainable development, and a new social compact for community stability and growth.

WHEREAS, New England is more defense dependent than any other region of the country. And whereas, the Defense Conversion Commission estimates that five of the six New England states are in the top ten states nationally with largest percentage of private sector job losses to the defense drawdown. These conservative estimates put jobs losses due to defense cuts at 93,000 jobs by 1997 and 1991 levels.

WHEREAS, the vast number of job losses are occurring in industries and occupations that are organized and cuts threaten a large portion of the membership of unions;

WHEREAS, labor leaders from New England representing defense, manufacturing and the service sectors have come together to endorse a CALL TO ACTION: LaBor's Agenda for Economic Conversion in New England. And whereas, job creation and minimizing job dislocation were identified as essential goals, key conversion policy areas were identified:

- increased incentives for firms to convert and increased accountability for results;
- require alternative use committees and other economic conversion planning activities as a condition of future defense contracts;
- government purchasing and regulations to encourage the development of a civilian industrial base;
- increased support for manufacturing modernization through extension services;
- integrate training and higher education with economic development programs;
- income support and training for high wage jobs;
- streamline and coordination of conversion programs;
- ensure that trade policies do not hurt U.S. workers.

BE IT THEREFORE RESOLVED that the delegates here assembled call upon the Massachusetts State AFL/CIO to adopt economic conversion as a top legislative priority and to mobilize to call on elected leaders to support federal and state legislation addressing the key CALL TO ACTION legislative agenda.

BE IT FURTHER RESOLVED that the AFL/CIO and its affiliates will organize efforts for economic conversion including regional based days of action in support of the agenda;

BE IT FURTHER RESOLVED that the Massachusetts State AFL/CIO will call on the national AFL/CIO to adopt economic conversion as a legislative priority;

BE IT FURTHER RESOLVED that the delegates here assembled call upon the president of the Massachusetts AFL/CIO to continue to be a leader in the CALL TO ACTION Steering Committee and to commit staff resources to develop our state's full participation in actions to address economic conversion in New England.

Submitted by:
C. MCDEVITT,
President UAW Massachusetts State CAP Council

RESOLUTION # 14 SUPPORT FOR JTPA

WHEREAS, The Job Training Partnership Act (JTPA) offers numerous opportunities for Organized Labor to demonstrate its concerns for unemployed workers and to help dislocated workers in the state of Massachusetts; and

WHEREAS, These programs enable dislocated workers in the state of Massachusetts to upgrade their skills, move into new industries, or enter into new occupations; and

WHEREAS, JTPA programs help to prepare the unskilled and economically disadvantaged for productive employment; and

WHEREAS, The AFL/CIO Human Resources Development Institute (HRDI) offers expert assistance to labor organizations in the state of Massachusetts to help them take full advantage of the opportunities offered by the Job Training Partnership Act by offering myriad services, including:

- Training, education and specially-developed information materials to union members serving on state and local JTPA councils so they can better serve and protect the interests of all workers
- Any array of technical services to help labor organizations develop and implement programs for dislocated workers with special emphasis on helping our unemployed union brother and sisters
- Special assistance to unions and other labor bodies in upgrading the skills of workers through computer-based learning systems as well as upgrade/ career ladder skills training; and

WHEREAS, The Institute provides support to special labor-involved projects that help disabled workers to find meaningful, productive employment and enable them to re-enter the workforce as soon as possible; and

WHEREAS, The Institute is in its 25th year of exemplary service to Organized Labor in all 50 states; therefore, be it

RESOLVED that the Constitutional Convention of the Massachusetts AFL/CIO commends the AFL/CIO Human Resources Development Institute for its unfaltering service to Organized Labor and the unemployed working men and women of the state of Massachusetts and heartily endorses HRDI's continuing efforts to strengthen organized labor's role in the national employment and training system and its commitment to help affiliated unions and other labor entities develop employment and training services for dislocated, economically disadvantaged, and disabled workers.

Submitted,

JOSEPH C. FAHERTY, President

ROBERT J. HAYNES, Secretary-Treasurer

RESOLUTION # 15 IN SUPPORT OF MassCOSH

WHEREAS: Since its founding in 1976, the Massachusetts Coalition for Occupational Safety and Health (MassCOSH) has rendered invaluable assistance to workers and unions in Massachusetts through educational programs and technical and legal advice on occupational safety and health matters, and

WHEREAS: MassCOSH acts as a "watchdog" on state and federal laws and policies to protect the health and safety of workers, and

WHEREAS: MassCOSH has consistently supported the efforts of organized labor to fight against attacks by corporations and their conservative political allies aimed at weakening OSHA and state health and safety agencies and laws; and supported efforts to improve state regulations and strengthen OSHA, enhancing workers' rights and government enforcement, and

WHEREAS: The Twentieth Convention of the Massachusetts State Labor Council AFL/CIO in 1977 went on record in support of MassCOSH, and

WHEREAS: The continued support and expanded participation of organized labor is vital to the future growth of MassCOSH that will enable it to be of greater assistance to a larger segment of the Massachusetts work force, and

WHEREAS: MassCOSH's efforts to prevent weakening of state health and safety regulations and the workers compensation law have put in jeopardy continued state funding of MassCOSH's educational programs for workers and unions,

THEREFORE BE IT RESOLVED: That the 36th Annual Convention of the Massachusetts AFL/CIO go on record reaffirming its support of MassCOSH and its vital role in educating and protecting Massachusetts workers, and

BE IT FURTHER RESOLVED: That the Massachusetts AFL/CIO urge all of its affiliated local unions to support MassCOSH (in eastern and central Massachusetts) and Western MassCOSH (in western Massachusetts) by affiliating and participating in these vital organizations.

Submitted by:

ROBERT SPINNEY, Chair
Massachusetts AFL/CIO Health & Safety Committee

RESOLUTION # 16
IN SUPPORT OF IBEW LOCAL 123

WHEREAS: the debate over various revenue raising programs in the Commonwealth has recently focused on a variety of state- sanctioned gambling plans, and

WHEREAS: the debate over how to finance the proposed MEGAPLEX project has revolved around casino gambling in Boston Harbor, and

WHEREAS: any expansion of gambling in the areas of video poker, off track betting, or casino gambling will impact the job security of the employees of the Commonwealth's single flat racing thoroughbred facility, and

WHEREAS: in numerous legislative proposals relative to state-sanctioned gambling, including legislation related to video poker, off track betting and casino gambling, the interests of horse breeders, race tracks and other concerns are protected,

THEREFORE BE IT RESOLVED: that the Massachusetts AFL/CIO actively supports IBEW LOCAL 123 in its efforts to collectively bargain and/or lobby the legislature for appropriate mechanisms to offset the impact on its members' job security of state-sanctioned gambling legislation, and

BE IT FURTHER RESOLVED: that the Massachusetts AFL/CIO will oppose any state-sanctioned gambling proposal if the job security interests of Local 123 are not addressed, and

BE IT FURTHER RESOLVED: that any legislative votes taken on this matter will be considered labor votes and recorded as such.

Submitted By:

J. FATALO

President/Business Manager IBEW Local Union 123

RESOLUTION # 17

IN SUPPORT OF IBPAT D.C.35, SMW LOCAL 17, LODGE 264 IAMA REGARDING PROPOSED PRIVATIZATION OF BUS ROUTES & BUS REPAIR.

WHEREAS: the residents and taxpayers of Massachusetts rely on and have benefited from public bus service, and

WHEREAS: that bus service is a direct result of the hard work, skills and dedication of the men and women who drive and maintain public buses, and

WHEREAS: a public transportation system is intended to provide all citizens, regardless of income, with access to their workplaces and other destinations, and

WHEREAS: a public transportation system is not intended to be a profitable, private business, but rather provides public access to cities and towns regardless of the profitability of any route, and

WHEREAS: private transportation carriers will make route and bus scheduling decisions based on profit and not public need and accessibility, and

WHEREAS: the campaign to privatize the MBTA will result in the loss of jobs and benefits to Massachusetts residents and offers no evidence of savings to taxpayers, and

WHEREAS: public transportation is the only means of transportation for many residents including senior citizens,

BE IT THEREFORE RESOLVED: That this convention strongly opposes the MBTA's plans and proposals to privatize or subcontract bus routes and bus maintenance or other important public services, and

BE IT FURTHER RESOLVED: That any vote of this matter in the Massachusetts General Court will be considered a Labor Vote, and recorded as such.

Submitted By:

ROBERT SPINNEY, Fin. Sec./Treas. SMW 17

JOSEPH NEVINS, Fin. Sec./Treas. Lodge 264 IAM & AW

RALPH HARRIMAN, Bus. Rep. Painters D.C. #35

RESOLUTION # 18
OPPOSITION TO ALLEGED CAMPAIGN
FINANCE REFORM

WHEREAS: Political Action Committee's afford working people the only opportunity to match the political influence of corporate officials and the wealthy, and

WHEREAS: A proposed initiative petition for 1994 may obstruct working peoples ability to contribute to Political Campaigns through their Unions PAC's and

WHEREAS: The AFL/CIO has been on record in support of real campaign finance reform which would remove large financial contributions which are a corrupting influence in our political system,

THEREFORE BE IT RESOLVED: That the Massachusetts AFL/CIO and its affiliates go on record in opposition to any Campaign Finance reform that limits working peoples ability to contribute to Political Campaigns through their Local PAC's and

BE IT FURTHER RESOLVED: That the Massachusetts AFL/CIO reiterates its support for meaningful campaign finance reform which would limit the influence of corporations and the affluent while including partial public financing of elections.

Submitted By:

JOSEPH C. FAHERTY, President

ROBERT J. HAYNES, Secretary-Treasurer

RICHARD ROGERS, Cope Director

RICHARD MARLIN, Legislative Director

RESOLUTION # 19

GRADUATED INCOME TAX

Whereas, the Massachusetts AFL-CIO has a long history of fighting for economic justice for working families in the Commonwealth and

Whereas: the Massachusetts AFL-CIO has long been in the forefront of the fight for tax fairness; and

Whereas: poor families in Massachusetts pay twice as much of their income in state and local taxes as do bay state millionaires, while the middle-income pay one-and-a-half times as much; and

Whereas: a graduated income tax is based on the ability to pay; and

Whereas: the Massachusetts AFL-CIO resolved in 1991 to support a constitutional amendment for a graduated income tax; and

Whereas: the Income Tax Reform act of 1994 filed by the Tax Equity Alliance for Massachusetts would establish a graduated income tax rate structure in Massachusetts should the constitutional amendment be approved; and

Whereas: this rate structure would provide tax relief to the vast majority of low and middle income families by guaranteeing that married couples earning less than \$100,000 and single taxpayers earning less than \$60,000 would pay less than they do under the current system; and

Whereas: this rate structure would provide further relief to families by providing additional exemptions and credits to taxpayers who have dependents; and

Whereas: this rate structure would also provide additional relief to certain low and moderate income seniors and others who have particularly burdensome water and property tax bills; and

Whereas: this rate structure replaces the current wasteful capital gains tax exemption with a capital formation incentive designed to stimulate job growth in Massachusetts; and

Whereas: this rate structure would raise the same amount of income tax revenue in 1995 as would have been raised had the current flat tax system remained in effect; and

Whereas: the tax relief under this rate structure would be paid for by requiring wealthy residents to pay their fair share in state taxes; and

Whereas: the Graduated Income Tax is opposed by many of the same forces that opposed Question 2 in 1988 and Question 3 in 1990;

Whereas: in order for the rate structure initiative to reach the 1994 ballot, over 70,000 signatures of registered voters across the Commonwealth must be collected between September 15 and November 17, 1993 (November 22 in Boston)

Therefore, Be It Resolved: That the Massachusetts AFL-CIO hereby endorses TEAM's Income Tax Reform Act of 1994; and

Therefore, Be It Further Resolved: That the Massachusetts AFL-CIO urge its members to become actively involved in this effort.

Respectfully submitted,
MASSACHUSETTS AFL-CIO EXECUTIVE OFFICERS

RESOLUTION # 20
RESOLUTION IN OPPOSITION TO PUBLIC AID
FOR PRIVATE EDUCATION

WHEREAS: The primary purpose of government is to provide essential services to the citizens, and

WHEREAS: The future of Massachusetts society and economy depend upon an educated population, and

WHEREAS: Massachusetts has a fundamental responsibility to fund its public system of education, as recently decided by the Supreme Judicial Court in the McDuffie vs. Robertson Case, and

WHEREAS: The economic difficulties of the past several years have led to cuts of over \$400 million from public education, and

WHEREAS: The Great and General Court of Massachusetts has recently enacted the Education Reform Law of 1993 mandating that each municipality provide at least a foundation level of spending for each public school student, and

WHEREAS: Diversion of public funds to private schools would deprive public schools of the money needed to meet that new mandate and to provide the educational opportunities for all public school students as required by the McDuffie vs. Robertson Court decision, and

WHEREAS: Giving public money to fund private domain without public accountability would eliminate the right of the citizen to control the use of his tax dollar, and

WHEREAS: Using public money to fund private schools threatens the employment and working conditions of thousands of public employees ... educators and support personnel, therefore, be it

RESOLVED: That the AFL/CIO assembled in convention stand in opposition to all attempts at privatization including providing public funds for private schools, and be it further

RESOLVED: That the AFL/CIO and its members communicate with the members of the legislature to urge them to vote no on any constitutional amendment that would remove the prohibition on providing public funds for private schools, and be it further

RESOLVED: That the AFL/CIO re-affirm its position that private schools belong in the private sector and public money belongs in a public education system.

Respectfully submitted:
PAUL DEVLIN, President
Mass. Federation of Teachers

RESOLUTION # 21
MASSACHUSETTS AFL-CIO SUPPORTS
MARITIME INITIATIVE

Whereas: In 1993, the Massachusetts AFL-CIO Council endorsed the Maritime Technological Initiative and

Whereas: The Massachusetts AFL-CIO successfully fought for the passage of a resolution from the Massachusetts State Legislature memorializing the Congress of the United States to take action in order to relieve the current plight of the Maritime and Fishing Industries and

Whereas: Congressman Gerry Studds (Massachusetts) House Chair and Senator John Breaux (Louisiana) Senate Chair have filed companion legislation in Congress that has similar goals as the Maritime Initiative endorsed by the Massachusetts AFL-CIO.

Therefore Be It Resolved: That the Massachusetts AFL-CIO Council and its affiliated unions continue its support of the Maritime Initiative and also give whatever support necessary in order to pass the Federal legislation file by Congressman Studds, H.R. 2151 Merchant Marine Security and Competitiveness Act of 1993 and H.R. 2152, the Merchant Marine Investment Act of 1993 and H.R. 2547, the National Shipbuilding and Conversion Act of 1993 and the companion Senate Legislation filed by Senate Chair John Breaux (LA.)

Filed by CAPTAIN EDWARD SULLIVAN, National Maritime Union
and

ARTHUR R. OSBORN, President-Emeritus, Massachusetts AFL-CIO.

CONSTITUTIONAL CHANGES

PROPOSED CONSTITUTIONAL CHANGE # 1

ARTICLE V, SECTION. 2

Delete and substitute the following language.

The Executive Council shall consist of the Executive Officers and fifty-five (55) Vice-Presidents, at least one of whom shall be a woman.

A. Of the fifty-five (55) Vice-Presidents, forty-two (42) including one woman shall be nominated and elected At-large. No more than three (3) Vice-Presidents elected At-Large shall be members of the same International Union or Directly Affiliated organization. Thirteen (13) Vice-Presidents will be the Presidents of the thirteen (13) Central Labor Councils chartered by the AFL/CIO in the Commonwealth.

B. Should a Central Labor Council President be elected as an Executive Vice-President, the Central Labor Council shall designate a replacement based on the successorship language to the President's position in the by-laws.

ARTICLE V, SECTION 3

Substitute fifty-five (55) Vice-Presidents for thirty-six (36).

ARTICLE VII, SECTION 8

Substitute sixty (60) for forty-one (41).

Section 9 - Delete - together with one representative from each affiliated Central Labor Council.

NOT WITHSTANDING OTHER PARTS (SECTIONS AND ARTICLES) OF THIS CONSTITUTION.

Submitted by:
MASSACHUSETTS / AFL-CIO EXECUTIVE COUNCIL

